

Department of the Interior
BUREAU: OFFICE OF THE SECRETARY

* Equal Opportunity Data Required to be Posted by the **NO FEAR ACT**
P.L. 107-174

Reporting Period: FY 1999-2003

Point of Contact:

Date:

Formal Complaints

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
# of complaints filed	21	33	13	21	21
# of individual filers	21	28	12	19	21
# of repeat filers	0	4	1	2	0

of Complaints by Basis of Discrimination

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Race	4	17	14	11	10
Color	0	0	0	2	5
National Origin	3	2	1	2	8
Sex	4	28	9	20	13
Religion	1	0	0	1	1
Disability	5	18	11	10	2
Age	7	17	8	9	13
Reprisal	7	32	13	15	14
Non-EEO	0	0	0	0	0

of Complaints by Issues of Alleged Discrimination

	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Appointment/Hire	0	0	0		
Assignment of Duties	4	2	0	2	0
Awards	1	2	3	0	1
Conversion to Full-Time	0	0	0	0	0
Disciplinary Action					
Demotion	0	0	0	0	0
Reprimand	0	4	0	0	0
Suspension	0	0	0	2	0
Removal	2	0	0	0	0
Other	0	1	0	0	0
Duty Hours	0	0	0	0	0
Evaluation/Appraisal	7	0	0	3	1
Examination/Test	0	0	0	0	0
Harassment					

a. Non-sexual	13	15	13	5	4
b. Sexual	0	3	0	2	0
Medical Examination	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0
Promotion/Non-Selection	14	40	12	31	17
Reassignment					
a. Denied	0	0	0	4	0
b. Directed	1	1	0	0	0
Reasonable Accommodation	0	0	0	0	0
Reinstatement	0	0	0	0	0
Retirement	0	0	0	0	3
Termination	0	1	8	0	1
Terms/Condition of Employment	0	1	0	0	0
Time & Attendance	0	0	0	0	0
Training	0	6	0	8	8
Other	15	1	16	14	0

* Based on best available data

Average Processing Time of Pending Complaints -	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
1. All complaints pending during fiscal year										
	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	34	203	37	212	29	204	21	133	21	204
Final Agency Action	12	677	18	478	9	991	18	676	15	271
2. Complaints in which a hearing is not requested										
Investigation	2	141	4	491	7	231	7	264	2	213
Final Agency Action	5	74	5	107	10	44	10	64	2	94
3. Complaints in which a hearing is requested										
Investigation	0	0	1	278	1	211	0	0	0	0
Final Agency Action	2	39	4	24	2	25	5	29	4	21
# OF COMPLAINTS DISMISSED	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
	#	APT	#	APT	#	APT	#	APT	#	APT
	5	229	6	379	9	578	1	45	8	65

NOTE:

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003

- APT calculated using total processing days

Number of Complaints Filed Prior to Fiscal Year	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Pending Complaints Filed Before Fiscal Year	27	29	35	25	21
Number of Individuals	20	23	26	19	17
Number in Investigations	13	15	22	4	6
Number in FAD	3	4	4	2	3
Complaints Pending in Current Fiscal Year					
Number of Investigations over 180 days	7	9	1	1	11

FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION

		with a hearing FY 1999		without hearing FY 1999		with a hearing FY 2000		without hearing FY 2000		with a hearing FY 2001		without hearing FY 2001		with a hearing FY 2002		without hearing FY 2002		with a hearing FY 2003		without hearing FY 2003	
		TOTAL		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BASES	Race	1																			
	Color																				
	National Origin																				
	Sex																				
	Religion																				
	Disability																				
	Age																				
	Reprisal																				
	Non-EEO																				
	Appointment/Hire																				
ISSUES	Assignments of Duties																				
	Awards																				
	Conversion to Full Time																				
	Disciplinary Action																				
	Demotion																				
	Reprimand																				
	Suspension																				
	Removal	1																			
	Duty Hours																				
Evaluation/Appraisal																					

Examination/Test																				
Harassment																				
a. Non-sexual																				
b. Sexual																				
Medical Examination																				
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